

FILED: May 11, 2020

UNITED STATES COURT OF APPEALS  
FOR THE FOURTH CIRCUIT

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No. 18-2100 (L)  
(7:15-cv-00164-FL)

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KEITH WARD

Plaintiff - Appellee

v.

AUTOZONERS, LLC

Defendant - Appellant

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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Amicus Supporting Appellee

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No. 18-2170  
(7:15-cv-00164-FL)

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KEITH WARD

Plaintiff - Appellant

v.

AUTOZONERS, LLC

Defendant - Appellee

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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Amicus Supporting Appellant

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J U D G M E N T

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In accordance with the decision of this court, the judgment of the district court is affirmed in part and reversed in part. This case is remanded to the district court for further proceedings consistent with the court's decision.

This judgment shall take effect upon issuance of this court's mandate in accordance with Fed. R. App. P. 41.

/s/ PATRICIA S. CONNOR, CLERK